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11 August 1961

MEMORANDUM FOR THE RECORD

SUBJECT: Meeting of the Committee for Language Development

1. A meeting of the Committee for Language Development was

2. The purpose of the meeting was to consider a proposed revision of [REDACTED] "Language Development Program" which had been prepared by [REDACTED] and which would implement the conclusions of a staff study earlier distributed to the members of the committee.

3. At the beginning of the meeting Mr. Baird requested that the committee consider the desirability of terminating the Language Awards Program on 4 February 1962, its fifth anniversary. Subsequent discussion and conclusions are summarized as follows:

a. Mr. Baird indicated that the awards program may have served its intended purpose by accelerating the language development program and bringing Agency language competence to its present level. Now that the Deputy Directors must state rather specifically their language requirements, and may direct participation in language training to meet their needs, there is little need for the administratively troublesome awards program. Mr. Baird proposed that the Agency keep faith with those who are presently within the awards system, and who have been given a commitment, by establishing appropriate cut-off dates after February 1962 for each type of case which warrants such consideration.

b. The experience of the Department of State in the absence of a monetary awards system was reviewed, with the conclusion that State still hopes for some form of monetary incentive such

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as in-grade increases in salary. In this connection, Mr. Baird implied that language competence could still be one of the considerations in promotion, and [REDACTED] indicated that language competence might be rewarded in terms of desirable overseas assignments which would not be obtainable without such competence.

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c. It was agreed that OTR would prepare a study which reviews the awards program, the desirability of terminating it on its fifth anniversary (with "keeping faith" provisions), and the consequences of such a termination. The study would be submitted to the Career Development Board, the Career Council, and to the DCI in turn, if approved along the line. Accompanying the study would be a proposed Agency notice which would announce the termination of the awards program, which would provide in detail the reasons for terminating it, and which would specify the procedures for cutting off the awards of those already in the program. This notice would be issued prior to the publication of the revised [REDACTED]

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d. In view of the agreements stated above, it was agreed that all mention of the awards program would be deleted from [REDACTED] as revised. Such deletion, together with the release of the Agency notice on the subject prior to the regulation, would terminate the awards program.

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4. The committee reached agreement on several general subjects which are presented below (not in the order in which they were discussed by the committee):

a. It was agreed that, in view of the proposed discontinuance of the awards program, and in consideration of the level of language competence which the Agency has reached, as well as its promising program for establishing requirements and directing training, the word "development" is no longer truly applicable in the title of the language program. It was proposed that the program as described and entitled by [REDACTED] be identified as the CIA Language Program.

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b. For the same reasons cited in the preceding paragraph, it was agreed that the committee recommends that it be discontinued by the Director of Training, and that reference to it in [REDACTED] be deleted.

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c. It was generally agreed that the Deputy Directors must be quite realistic in establishing required degrees of language competence for specific positions at overseas stations, and that many exceptions to the requirements will (and must) be made for some time. In this connection [REDACTED] offered the opinion that the role of the case officer in the DD/P organization (particularly the incoming young persons) is shifting back toward being the long-term area specialist with language competence, and away from being a functionally-orientated person capable of operating in any area.

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d. It was agreed that, in the proposed revision of [REDACTED] far too much material was included under the heading of "POLICIES." If possible, there should be only a brief statement of the program's policy, and the remaining material would stand under its own headings as major parts of the regulation (e.g., TESTING AND RECORDS).

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e. It was suggested, although the committee did not reach a final decision on the matter, that consideration be given to moving the section titled "RESPONSIBILITIES" to a location in the regulation immediately following the brief statement of policy.

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a. Paragraph 3.a. (2). The title would be revised to delete the word "development", probably by titling the section "LANGUAGE PROGRAM OBJECTIVES."

b. Paragraph 3.a. (2) (a). The committee had much difficulty in attempting to clarify the meaning and intent of this paragraph. Although there was no final agreement, there appeared to be a consensus that it might be phrased somewhat as follows: "The language program will be planned and conducted in such a way as to meet the current and projected requirements of the Deputy Directors with respect to the language competence of the personnel of their components." A minority of those present favored deleting the paragraph.

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c. Paragraph 3.a. (3) (a). The last phrase of the first sentence should be altered to read "through the Agency Language Proficiency Test." The words "to assist" should be deleted from the third sentence.

d. Paragraph 4.a. (4). It was agreed that the word "voluntary" would be replaced by the term "off-duty" wherever used in connection with language training in this section of the regulation and elsewhere.

e. Paragraph 4.a. (4) (b). It was agreed that the first two sub-items of this paragraph might be merged in some fashion such as the following: "To meet established requirements of current or pending assignments, or of approved longer-term career development plans."

f. Paragraph 3.b. (3) (a) and (b). These two paragraphs should be merged to reflect the single inventory system which has been developed, and should be altered to reflect both the acceptance of the pre-employment testing of linguists and the use of certifications in lieu of tests in the DD/I organization.

6. The recommendations of the committee will, of course, be presented to the Director of Training for approval or disapproval.

7. At the end of the meeting, it was not clearly established that any one person would prepare a new revision of [REDACTED] but it is believed that most persons expected that [REDACTED] would do the job in addition to preparing the papers on the awards program discussed in paragraph 3.c. above.

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[REDACTED]
Plans and Policy Staff

cc: DTR
Registrar

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